JOW

pplication No. 10/813,844 Paper Dated: July 8, 2004 Attorney Docket No. 4544-043813

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application No.

10/813,844

Applicants

Sridhar Varadarajan et al.

Filed

March 31, 2004

Title

SYSTEM AND METHOD FOR SKILL MANAGEMENT

OF KNOWLEDGE WORKERS IN A SOFTWARE

INDUSTRY

Group Art Unit

3629

Examiner

Not Yet Assigned

INFORMATION DISCLOSURE STATEMENT

Mail Stop Amendment Commissioner for Patents P.O. Box 1450 Alexandria, VA 22313-1450

Sir:

Pursuant to the requirements of 37 C.F.R. §§1.56, 1.97 and 1.98, Applicants hereby submit this Information Disclosure Statement, which includes a completed Form PTO/SB/08A.

The listed patents were discussed on pages 2-3 of the application.

I hereby certify that this correspondence is being deposited with the United States Postal Service as first class mail in an envelope addressed to Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 on July 8, 2004.

Deborah L. Medves

(Name of Person Mailing Papers)

boral L. Me-live - 07/08/04

Signature

Date

Pursuant to the Notice regarding Information Disclosure Statements appearing in 1276 OG 55, dated August 5, 2003, no copy of each United States Patent or Patent Application

Publication listed on the Form(s) PTO/SB/08A is included herewith.

No fee is believed to be due for the filing of this Information Disclosure Statement as it is being submitted before the mailing date of a first Office Action on the merits. Nevertheless, the Commissioner of Patents and Trademarks is hereby authorized to charge any additional fees which may be required to Deposit Account No. 23-0650. One (1) original and two (2) copies of this Information Disclosure Statement are enclosed.

Respectfully submitted,

WEBB ZIESENHEIM LOGSDON ORKIN & HANSON, P.C.

Richard L. Byrne

Registration No. 28,498 Attorney for Applicants

700 Koppers Building

436 Seventh Avenue

Pittsburgh, PA 15219-1818

Telephone: (412) 471-8815 Facsimile: (412) 471-4094

E-mail: webblaw@webblaw.com

Please type a plus sign (+) inside this box \rightarrow [+]

Approved for use through 10/31/2001. OMB 0651-0031

U.S. Patent and Trademark Office: U.S. DEPARTMENT OF COMMERCE

Under the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless it contains a valid OMB control number.

Substitute for form 1449A/PTO

Sheet

INFORMATION DISCLOSURE STATEMENT BY APPLICANT

of

(use as many sheets as necessary)

Complete if Known

Application Number 10/813,844

Filing Date March 31, 2004

First Named Inventor Sridhar Varadarajan et al.

Group Art Unit 3629

Examiner Name Not Yet Assigned

Attorney Docket Number 4544-043813

				U.S. PATENT DOCUM		
Examiner Initials*	Cite No.1	U.S. Patent Document Number Kind Code ²		Name of Patentee or Applicant of Cited Document	Date of Publication of Cited Document MM-DD-YYYY	Pages, Columns, Lines, Where Relevant Passages or Relevant
	1	5,911,134	T	Castonguay et al.	06-08-1999	Figures Appear
- 	2	6,424,709	B1	Doyle et al.	07-23-2002	
	3	6,574,605	B1	Sanders et al.	06-03-2003	
	4	6,606,480	B1	L'Allier et al.	08-12-2003	
			<u> </u>			
			<u> </u>			
			1			
			ļ			
			 			

FOREIGN PATENT DOCUMENTS								
Examiner	Cite	Foreign Patent Document			Name of Patentee or	Date of Publication	Pages, Columns, Lines,	
Initials	No.1	Office ³	Number ⁴	Kind Code ⁵	Applicant of Cited Document	of Cited Document	Where Relevant Passages or Relevant Figures Appear	T ⁶
								+

Examiner	Date	
Signature	Considered	
*CS/ALGRED.	is 1 is - Common and the desired and the state of the common and the ACRED 600. Describing the conditions the c	aitation if not in conformance and not

considered. Include copy of this form with next communication to applicant.

¹Unique citation designation number. ²See attached Kinds of U.S. Patent Documents. ³Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). ⁴For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. ⁵Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if

possible. 'Applicant is to place a check mark here if English language Translation is attached.

Burden Hour Statement: This form is estimated to take 2.0 hours to complete. Time will vary depending upon the needs of the individual case. Any comments on the amount of time you are required to complete this form should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O.Box 1450, Alexandria, VA 22313-